

RECEIVED

JUN 16 2014

COOK COUNTY
SHERIFF'S MERIT BOARD

EXIT INTERVIEW



IMMEDIATELY UPON COMPLETION:
RETURN TO: DEPT. OF RISK MANAGEMENT
INSURANCE OFFICE
ROOM 1072 - COUNTY BLDG
INTEROFFICE - 008

Employee Name JUAN CARMONA Today's Date 06-12-2014
Department 231 Employee # 726459 Social Security # [REDACTED]
Job Title COUNTY POLICE OFFICER Date of Hire 02-13-2001
Last Day Worked 07-27-2012 Last Day Paid 08-30-2012
Rate of Pay \$36.580 Vacation Pay 112.84 Hours, 144.25 Hrs CE TIME
Employment Status: (check one) ☒ Full Time ☐ Part Time
(check one) ☐ Permanent ☐ Probationary

Would you Rehire Employee? ☐ Y ☐ N
COBRA Information Issued ☒ Y ☐ N (attach copy)
Benefits Termination Information Issued? ☐ Y ☐ N
Is Employee Transferring to another Dept. in the County? ☐ Y ☐ N What Dept.? _____

REASON FOR TERMINATION

VOLUNTARY RESIGNATION

Effective Date 06/12/2014

- ☐ 1 To Attend School
☐ 2 Illness (incl. Family members)
a) was LOA requested ☐ Y ☐ N
b) Dr.'s Statement ☐ Y ☐ N
☐ 3 No Child Care
☐ 4 Dissatisfaction with Job
(Hours, Pay, Working Conditions,
Personality Conflicts) **
☐ 5 Relocation
☐ 6 Pregnancy - LOA requested?
☐ Y ☐ N
☒ 7 Other Employment
Note Where and When, if known **
☐ 8 Retired
☐ 9 Unable to return from LOA
☐ 10 Other **

DISCHARGED

Effective Date _____

- ☐ 11 Violation of Known Rules
a) Absentecism (Last Day Absent)
b) Tardiness (Last Known Tardy)
c) Absent 3 consecutive days -
No Call (Job Abandonment)
d) Inability to do job (Poor
Work Performance, Attitude)
e) Insubordination **
f) Under Influence of Intoxicants
or Drugs? Referred to EAP?
☐ Y ☐ N
g) Misconduct **
h) Allowed to resign in lieu of discharge
☐ 12 Layoff

**** EXPLANATION REQUIRED**

EXPLAIN IN DETAIL - REASON FOR TERMINATION (BE SPECIFIC)

BNSF RAILWAYS 5750 W. 31ST STREET
CICERO, IL. 60804

ALL CREDENTIALS TURNED IN PER INSPECTOR STATURA (OPR INVESTIGATOR)

Interviewer/Supervisor Juan C. Carmona

06-12-2014
Date

Employee _____

06-12-2014
Date

Dept. - Please keep a copy in your file and forward one to Risk Management as soon as possible.

White: Insurance Department Copy Yellow: Department Copy Pink: Employee Copy

STATE OF ILLINOIS)) SS
COUNTY OF COOK)

**COOK COUNTY SHERIFF'S
MERIT BOARD**

IN THE MATTER OF:

**SHERIFF'S POLICE OFFICER
JUAN CARMONA**

EMPLOYEE # 726459
STAR # 397

RECEIVED

AUG 22 2012

COOK COUNTY
DOCKET NO. SHERIFF'S MERIT BOARD

1658 ~~28~~

COMPLAINT

NOW COMES THOMAS J. DART, Sheriff of Cook County, State of Illinois, and complains of and files written charges for cause against Sheriff's Police Officer Juan Carmona ("RESPONDENT"), pursuant to 55 ILCS 5/3-7011 & 7012. In support thereof, the Sheriff states as follows:

1. That on February 13, 2001 the RESPONDENT was hired by the Cook County Sheriff's Office. RESPONDENT was appointed a Cook County Sheriff's Police Officer assigned to the Cook County Sheriff's Police Department, 1401 South Maybrook Drive, Maywood, Illinois.
2. That RESPONDENT was indicted by the United States of America in federal indictment number 12 CR 0573 alleging violations of federal law.
3. That on or about March 24, 2008 RESPONDENT knowingly accessed a Cook County Sheriff's Police mobile data terminal and exceeded his authorized access in order to obtain information regarding a State of Illinois license plate contained in the National

Crime Information Center ("NCIC") computers in furtherance of unlawful narcotics activity.

4. That access to the information contained in the NCIC database is restricted to official use only and may not be divulged to anyone outside an authorized agency except as required by law.
5. That on or about December 22, 2011 RESPONDENT was asked by agents of the Federal Bureau of Investigation ("FBI") whether he knew a specific individual in during 2008, information that was material to a FBI investigation regarding unauthorized access to the NCIC database.
6. That on or about December 22, 2011 RESPONDENT knowingly and willingly made materially false statements to agents of the Federal Bureau of Investigation, representing that he did not know that specific individual during 2008.
7. That the acts of RESPONDENT constituted a violation of federal law, specifically Title 18, United States Code 1030 (a)(2)(B) and (c) (2)(B)(ii); Title 18, United States Code 1001 (a)(2) as well as violations of state and municipal law.
8. That by his actions, RESPONDENT violated the Rules and Regulations and General Orders of the Cook County Sheriff's Police, specifically:

COOK COUNTY SHERIFF'S POLICE DEPARTMENT RULES AND REGULATIONS

INTRODUCTION

...Violations, breeches and omissions of any rule or rules shall be considered to be actions against the best interest of the Department and/or the community. Such violations shall be punished with disciplinary action as indicated herein.

G.O. NUMBER: ROC 00-01-A.12

XII. CONDUCT REGARDING THE PERFORMANCE OF DUTY

GENERAL DUTIES

12.1 Officers of the Department will be charged with enforcement of all Federal, State and local laws and ordinances, the preservation of the public peace, the protection of life and property, the prevention of crime and the detection and apprehension of violators of the law.

CONFORMITY TO RULES AND REGULATIONS

12.7 It will be the responsibility of every member of the Department to thoroughly familiarize themselves with the rules, regulations, orders and policies of the Department and to conform to and abide by the same. Each officer must have a working knowledge of all such laws and ordinances and render service to the County with enthusiasm, courage and loyalty.

PERFORMANCE OF DUTY

12.9 Officers will maintain sufficient competency to properly perform their duties and assume the responsibilities of their positions. Any member of the Department who displays reluctance to properly perform his assigned duties, or who acts in a manner tending to bring discredit upon himself or the Department, or whose actions or performance in a position, rank or assignment are below acceptable standards, may be deemed incompetent and will be subject to dismissal from the Department.

DEPARTMENT RECORDS

12.23 Members will not use for their private purposes, information received or acquired during the course of employment or duty.

12.24 Information from Department radios, records, files or sources obtained in the course of duty will not be passed on to other parties within or outside of the Department except as required by law, duty or assignment.

INFORMATION REGARDING SUSPECTED CRIMINAL OR VICE ACTIVITY

12.25 Officers will report, in writing, to their Commanders all information in their possession regarding persons and places suspected of being involved or connected with violations of federal, state, county or municipal laws and ordinances relating to criminal matters or vice operations. Such reports will be submitted before the conclusion of the tour of duty during which the officer received the information. Information that is received while the officer was off-duty will be reported promptly.

12.28 Except in the discharge of their duties, members will not reveal the existence of or any information regarding Department projects, investigations or operations aimed at the apprehension of criminals or the control or suppression of vice activities.

G.O. NUMBER: ROC 00-01-A.13.1

XIII PERSONAL CONDUCT

STANDARD OF CONDUCT

13.1 Members will conduct themselves on or off-duty in such a manner as to reflect favorably on the Department. Members will not engage in conduct which discredits the integrity of the Department or its employees or which impairs the operation of the Department.

G. O. NUMBER: ROC 00-01-A.16

XVI. VIOLATIONS & DISCIPLINARY ACTION

SUMMARY OF ACTIONS SUBJECT TO DISCIPLINE

16.11 Violation of any Federal or State law, County or Municipal ordinance.

16.14 Conduct unbecoming a member of the Department.

16.19 Failure to follow a lawful order.

16.21 Violation of Departmental general or special orders.

16.22 Any other act or omission contrary to good order and discipline of the Department.

G. O. NUMBER: ORG 00 38 A

III. DEFINITIONS

Disciplinary Action: Action that Employees will be subject to when their actions constitute one of the following:

- a. A violation of State, Local, or Federal Law;**
- b. Conduct unbecoming an Employee;**
- c. A violation of written or verbal departmental, rules policy, procedure or orders.**

9. Furthermore, the RESPONDENT's actions violated the Rules and Regulations of the County Sheriff's Merit Board, specifically:

**COOK COUNTY SHERIFF'S DEPARTMENT MERIT BOARD RULES AND
REGULATIONS**

Article X, Paragraph B

**No Police Officer of the Cook County Sheriff's Police Department,
Correctional Officer of the Cook County Department of Corrections
or Deputy Sheriff of the Cook County Sheriff's Court Services
Department will:**

- 1. violate any law or statute of any State or of the United
States of America.**
- 3. violate any of the general orders, special orders,
directives or rules and regulations of the Cook County
Sheriff's Office.**

WHEREFORE, THOMAS J. DART, Sheriff of Cook County, maintains that the
RESPONDENT, by his conduct, has violated the Rules and Regulations of the Cook County
Sheriff's Merit Board, and respectfully requests this Board to hold a hearing on the charges as set
forth in the complaint, pursuant to statute, and on proof of said charges, or any part thereof, the
Board shall make a finding of guilty and order the RESPONDENT removed from the Cook
County Sheriff's Office.

Dated this 21 day of August, 2012,

at Chicago, Illinois

Thomas J. Dart
By: *Zelda*

Thomas J. Dart
Sheriff of Cook County